



September 28, 2012

MEMORANDUM

TO: The Honorable Terry E. Branstad, Governor
The Honorable Kim Reynolds, Lt. Governor
Charlie Smithson, Chief Clerk of the House
Michael Marshall, Secretary of the Senate

FR: Mike Carroll, Director

RE: FY2012 Diversity and Affirmative Action Report

In accordance with chapter 19B.5 of the Code of Iowa, I am reporting on the status of the affirmative action, diversity, and multicultural programs in the executive branch.

As previously noted in the FY 2010 Diversity and Affirmative Action Report and as referenced in my report for FY 2011, DAS is continuing to review and re-evaluate the methodologies used for identifying and reporting underutilization in response to Executive Order Four, the Diversity Council recommendations, and other relevant information to determine the best overall course of action to meet the diversity program needs of the executive branch. The departments were advised to continue with recruitment efforts to attract qualified, diverse candidates, and DAS continued to sponsor and coordinate multicultural and recruitment events.

DAS will continue to monitor workforce composition trends in state government and collaborate with the departments to recruit and retain a diverse workforce to serve the citizens of Iowa.

Thank you for your attention to this report and your support of our diversity programs.